

FILED: January 5, 2022

UNITED STATES COURT OF APPEALS  
FOR THE FOURTH CIRCUIT

---

No. 21-1141 (L)  
(0:17-cv-02094-JMC)

---

HARRY PENNINGTON, III; TIMOTHY LORENTZ, on behalf of themselves  
and all others similarly situated

Plaintiffs - Appellants

v.

FLUOR CORPORATION; FLUOR ENTERPRISES, INC.; SCANA  
CORPORATION; FLUOR DANIEL MAINTENANCE SERVICES, INC.;  
SOUTH CAROLINA ELECTRIC & GAS COMPANY

Defendants - Appellees

-----  
ASSOCIATED BUILDERS AND CONTRACTORS, INC.; ASSOCIATED  
GENERAL CONTRACTORS OF AMERICA, INC.; SOUTH CAROLINA  
CHAMBER OF COMMERCE; CHAMBER OF COMMERCE OF THE  
UNITED STATES OF AMERICA

Amici Supporting Appellees

---

No. 21-1143  
(0:17-cv-02201-JMC)

---

LAWRENCE BUTLER; LAKEISHA DARWISH; JIMI CHE SUTTON

Plaintiffs - Appellants

v.

FLUOR CORPORATION; FLUOR ENTERPRISES, INC.

Defendants - Appellees

-----  
ASSOCIATED BUILDERS AND CONTRACTORS, INC.; ASSOCIATED  
GENERAL CONTRACTORS OF AMERICA, INC.; SOUTH CAROLINA  
CHAMBER OF COMMERCE; CHAMBER OF COMMERCE OF THE  
UNITED STATES OF AMERICA

Amici Supporting Appellees

---

M A N D A T E

---

The judgment of this court, entered November 30, 2021, takes effect today.

This constitutes the formal mandate of this court issued pursuant to Rule  
41(a) of the Federal Rules of Appellate Procedure.

/s/Patricia S. Connor, Clerk